FY04 Update & FY05 Retention Guidelines

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FY04 FTAP Retention Update

FY04 FTAP Mission

- **Mission**: Reenlist 5,990 first-term Marines from an EAS population of 23,587 (25.4 % reenlistment rate).

FTAP Comparison

	FY03	FY04
• FTAP Goal:	6015	5990
• Authorized:	17 (0.3%)	50 (0.8%)
• **Executed:**	**5923 (98.5%)**	**5613 (93.7%)**
• Total:	5940 (98.8%)	5663 (94.5%)

ote: *Update as of 17 May 2004*

FY04 FTAP Lateral Moves

- Authorized: 15
- **Executed: 552**
- Total: 567
- PSEPS Executed 205

Note: *Update as of 17 May 2004*

FTAP Critical MOS's

- 2 MOS's under 25%: 0261, 0689
- 6 MOS's under 50%: 0352, 0861, 2674, 2832,
- 2881, 7212
- 6 MOS's under 60%: 0211, 0321, 2336, 2671, 2673, 2823,

FY05 FTAP Execution Guidelines

FY05 Retention Guidelines

FTAP

- Commanders are authorized to extend Marines with an EAS between 1 October 2004 and 31 December 2004 to February 28, 2005.
- NLT Date = 10 Days
- Early reenlistments are not authorized.
- QRP allocation will be 100 Marines.

FY05 Retention Timeline

- **1 July 2004**: MMEA-6 begins accepting reenlistment requests.
- **1 September 2004**: MMEA-6 will begin releasing reenlistment authorities.
- **1 October 2004**: Reenlistment authorities may be executed.

FY05 Retention Timeline

- **1 December 2004**: MMEA-6 will begin accepting lateral moves.
- **1 January 2005**: Lat move authority may be executed. MMEA-6 will begin accepting PSEP packages.
- Marines requesting lateral move out of an open MOS require CG waiver.

FY05 Retention Guidelines

FTAP Lateral Move

- MMEA will waive the open status of the following “critical” MOSs: MOS’s 0211, 0241, 0321, 2336, 2823, 2834, 5821,4429, 6276, or 8421.
- Lateral move requests for these MOS’s will be accepted beginning 1July 2004.

FY05 Retention Guidelines

CG Authority

- Commanding Generals (CG) may locally reenlist a Marine under the following guidelines:

  - May submit no earlier than 15 November 2004.
  - First Term Marines only.
  - Meets all reenlistment prerequisites.
  - Requires no waiver.
  - Requires no lateral move or extension.
  - Open MOS’s only.

FY05 Retention Guidelines

CG Authority

- CGs may reenlist First Term Marines in any open MOS where no more than 90% of the boatspaces are executed.
- CGs may reenlist Marines for 36 or 48 months.
- CRSs must notify CMC (MMEA-6) within 48 hours.

Reenlistment Incentives

FTAP

- SRBP- Multiples to be released via separate Maradmin.
- Reenlistment incentive school seats:

  - To be divided among the MSCs

  - MSCs will have control of the appropriation data and allocation of school seats in accordance with separate Maradmin.

  - Specific FY05 school seat guidance via separate Maradmin.

Reenlistment Incentives

FTAP

- Duty Station Incentive based on:
  - Needs of the Marine Corps
  - Billet vacancies
  - Marine's preference
  - Marine with 2 or more years on station must indicate special duty assignment, assignment to a MarDiv, FSSG, or MAW, or retention on station.
  - Marines with less than 2 years on station will receive a deferral of their duty station incentive.

FY05 FTAP FFM Process

FY05 FTAP/FFM Process

- Background
- Definitions
- Process and routing
- Task assignment

Background

- FY 03-04 problems:
  - First-come/first-served was a misnomer.
  - Marines punished through no fault of their own for bad paper or admin processes.
  - Unequal application of FCFS between CRS, MMEA-6, MMEA-8, and commands.
- MCO P1040.31 states that Marines will competitively achieve boatspace in correct FY.

Mission

- Establish an equitable and formal method for selecting potential first term reenlistees in critical and highly sought MOS’s early in the FY IOT ensure quality reenlistments and fair handling of all cases.

Definitions

- FCFS- First-Come/First-Served
- Fast Filling MOS (FFM) - An MOS that receives more first term reenlistment requests than boatspaces available during the designated FFM submission period.
- Submission Period- That strict period of time whereby requests will be accepted and processed for FTAP Marines.
- Prep week- Week after the Submission Period where packages are prepared for the board.
- Board Week- Week immediately following Prep week when FFM Boards will be conducted.

Definitions

- Board- Formal process by which Marines are selected in MOS's with more applicants than boatspaces.
- Routing- Process by which RELMs are considered completely from the CRS to the Board. IAW MMEA SOP.
- SOL- Those Marines whose packages arrive after the formal FFM Submission Period.

Process and Routing (General)

1. CRS
2. Liaison
3. Monitor
4. MMEA-6
5. Monitor FFM box
6. Board
7. Monitor
8. Release

Coordinating Instructions

- Submission Period- 1 July to 2 August, inclusive
- 1st Prep Week - 2 to 6 August
- 1st Board week - 9 to 13 August
- 2nd Prep Week - 16 to 20 August
- 2nd Board week - 23 to 27 August
- All work needs to be coordinated with FFM monitors (MMEA-8) for best methods.

FFM Board

- CMC (MMEA)- Will prepare and hold boards for the designated FFMs during the month of August. Marines selected on FFM boards will receive reenlistment authority for execution on or after 1 Oct 2004. Execution of FY05 reenlistment authority prior to 1 Oct 2004 is not authorized and will be considered erroneous.

Alternates

- FFM boards will select a reasonable number of alternates for each MOS in the event other Marines on the primary list decline reenlistment authority. Alternates will be held in the pending decline box until a boatspace opens or until the MOS closes.

Potential Problems

- RELMs not submitted on time.
- Commands pre-screen on their own, believing that Marines with jeopardy or low pro/con marks have no shot anyway.
- Command problems don’t get handled in time (PFT scores, CPAC problems, etc.).

FTAP Analysis

- School Seat Incentives are an excellent way for CRSs to give “a little bonus” for Marines who reenlist. Maradmin to be released explaining the MSCs receive an allocation of school seats to use at their discretion.

- SRB funds will not return at the end of the year. Reenlist your Marines aggressively and teach them not to “sit on the fence”.

- Lateral moves are a key way to retain Marines. The last 6 months of the FY are vital for Marines who wish to remain in the Marine Corps, but their PMOS is closed.

FTAP Analysis

- RELMs must be filled out correctly with ALL the required information or they will be returned RNC.

 - Number of RNCs

   FY03 - 975

   FY04 - 174

 - The reduction of RNCs is because CRSs are referring to the RELM Submission Handbook.

FY04 Retention Update
STAP

Subsequent Term Alignment Plan (STAP)

- **Mission:** Reenlist 5,628 Career Marines from a population of approximately 13,497.
- Maintain experience of our career force.
- Corps must retain 2 out of 3 Career Marines.

STAP Comparison

	FY03	FY04
• STAP Goal:	6172	5628
• Authorized:	672 (10.9%)	639 (11.4%)
• **Executed:**	**4685 (75.9%)**	**5631 (100.1%)**
• Total:	5357 (86.8%)	6264 (111.3%)

Note: *Update as of 17 May 04*

STAP Critical MOS's

- 7 MOS's at 0%: 0626, 2831, 2871 5962

  6286, 6466, 6493
- 2 MOS's under 25%: 1181 and 6482

FY05 STAP Execution Guidelines

FY05 Retention Guidelines

STAP

- May submit for reenlistment 1 year prior to EAS
- All STAP reenlistments will include a NLT date
- 9 to 12 months prior to EAS, granted 180 days
- Less than 9 months from EAS, granted 90 days
- Submission guidelines Maradmin to be released

Retention Incentives STAP

- SRBP information forthcoming via separate MarAdmin
- Reenlistment School Seats available for STAP Marines

Expectations for FY05 STAP

- HQMC anticipates a separate Maradmin for STAP and FTAP missions
- FY05 SRB multiples should be released by end of 3rd quarter of FY04
- CRSs should ensure Career Marines have no date gaps prior to submitting RELMs

Questions?